

BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508
County of Cook and State of Illinois

HUMAN RESOURCES CONSULTANT SERVICES
OFFICE OF HUMAN RESOURCES
DISTRICT OFFICE

THE CHANCELLOR

REPORTS

that there is a need for human resources consulting services to assist the Office of Human Resources and Staff Development on updating and revising its existing salary schedule for non-bargained-for employees; a Request for Proposals (RFP) was prepared and responses were solicited from HR consulting firms; the following proposals were received:

Firm	Total Cost
Aon Corporation Chicago, IL	\$46,200.00
Hay Management Consultants Chicago, IL	\$50,000.00
SCA Consulting Chicago, IL	\$66,000.00

that Human resources staff evaluated these proposals on the basis of experience with community colleges and government agencies, price, time frame to complete the project, and overall understanding of the scope of the project; on this basis, the proposal from Aon Corporation is recommended for approval; and

that this purchase of professional services is exempt from the District's competitive bidding requirements.

THE CHANCELLOR

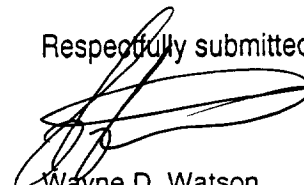
RECOMMENDS

that the Board of Trustees approve the issuance of a purchase order to AON Consulting, Chicago, IL for the Human resources consulting services as described above.

FINANCIAL

\$46,200.00 -- Education Fund

Respectfully submitted,



Wayne D. Watson
Chancellor

December 7, 2000

Maritza Marrero
 Vice Chancellor
 Human Resources & Staff Development

MEMORANDUM

TO: Kevin Fair
 Director of Purchasing

FROM: Maritza Marrero
 Maritza Marrero

DATE: November 13, 2000

SUBJECT: Request for Proposals for Updating the Non-Bargained-For Salary Scale

Attached, please find the three bid proposals that were submitted to the Office of Human Resources for review and selection of a vendor to collaborate with the District to update the non-bargained-for salary scale. Based on a review by senior managers in the Office of Human Resources, it is recommended that AON Consulting be awarded the contract.

AON Consulting was selected for the following reasons:

- Lowest Bidder – \$46,200
- Knowledge of City Colleges of Chicago
- Previous experience with government agencies and community colleges
- Understanding of the scope of the project
- Time frame of the project – 11 weeks

Our reasons for not selecting one of the other companies are listed below.

Hay Management Consultants

- Not the lowest bidder – \$50,000
- Emphasis on promoting the Hay Evaluation Method
- Time frame of the project – 20 weeks

SCA Consulting

- The highest bidder - \$66,000
- Lack of knowledge of City Colleges of Chicago
- Time frame of the project – 24 weeks
- Fewest years of consulting experience

Please let me know if any other information is required in order to forward this recommendation to the Board of Trustees. Otherwise, I will assume my recommendation will be forwarded to the December Board of Trustees meeting.

Cc Bill Donahue
 Jane Barnes